



HUMAN RESOURCES & LABOR RELATIONS

Employee Exit Interviews: Reasons for Leaving *Analyzing Trends and Insights*

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Overview

- Exit interviews provide insights into reasons why employees leave.
- Improve retention and workplace culture.
- Help identify trends and any organizational problems.
- Create better hiring practices.



Data Collection

- Exit interviews are conducted with outgoing Pre- K-12 employees upon resignation/retirement.
- The exit interview/survey is optional, but highly recommended that employees complete.
- In- person with HR/ or the employee can complete the exit interview on their own and submit to HR.
- HR follows up on feedback that will help inform hiring practices and retention of employees.
- Qualitative data collected (survey/exit interview).

Data Collection Results

June- September 30, 2024

Number of Resignations	SEA	Administrators	Executive Staff	ESG	SEIU 517 M	SEIU, Local 1	SPSSA
June	7	1	0	0	2	2	0
July	0	1	0	0	0	0	1
August	12	0	0	2	0	0	0
September	2	0	0	0	1	3	0
Total	21	2	0	2	3	5	1

District Total= 34



Data Collection Results (cont.)- Completed Exit Interviews

June- September 30, 2024

Number of Exit Interviews Completed	SEA	Administrators	Executive Staff	ESG	SEIU 517 M	SEIU, Local 1	SPSSA
June	1	0	0	0	2	2	0
July	0	0	0	0	0	0	1
August	2	0	0	2	0	0	0
September	1	0	0	0	1	3	0
Total	3 out of 21	0 out of 2	0	1 out of 2	0 out of 3	0 out of 5	1 out of 1

District Total= 5 surveys completed at of 34= 14.7%



Demographics of Employees who Resigned

Key Employee Demographics

- Years of service with SPSD ranging from 1 year to 20 years
- Full-time employees
- Teachers (Pre- K- 12Th)
- Administrators
- Educational Support (ESG)- (example: Central office staff, Behavior Interventionist, Before/ After the Bell, CTE support staff)
- Teacher Aides, Campus Security, Academic Interventionists
- Food Services
- Facilities (Custodial, Grounds, Maintenance)

Overview of Key Reasons for Leaving

Based on surveys /interviews completed

- Relocation - (2 employees)
- Family reasons – (1 employee)
- Leadership/management issues- (1 employee)
- Compensation/workload-1 (1 employee)

Other qualitative data collected through interviews and questionnaires

- Took opportunity in another district to avoid commuting to Saginaw from the city in which they live.
- Leadership opportunity.



Actionable Insights

- Offer competitive compensation and benefits.
- Continue to improve support for teachers and staff (mentorship, resources).
- Strengthen marketing strategies of retention efforts/ pathways to career development/ advancement (Grow Your Own Programs: ACR/ Apprenticeship, Teach Michigan, Loan Forgiveness, and etc).
- Ongoing focus/commitment to improving school culture and climate.



Conclusion

- SPSD takes employee feedback seriously to improve retention and recruitment.
- Looking for ways to express to employees the importance of the exit interviews/ feedback to inform retention efforts.
- HR to conduct “Stay-cation” (Retention) sessions at schools to gather feedback **before** staff consider leaving in efforts to retain staff. Employee incentives provided.

FYI- Hiring Data (2024-2025 Academic School Year)

June- September 30, 2024

• SEA-	35
• Administrators-	3
• Executive Staff -	0
• ESG-	10
• SEIU 517M-	8
• SEIU Local I-	14
• <u>SPSSA-</u>	<u>0</u>
Total-	70





Contact Saginaw Public Schools Human Resources

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